

Industrial Relations Department

Report for January, 1945

The number of special cases of counselling treatment increased considerably during January. Readjustments in employment situations were effected through counselling with seven individuals--each requiring from three to five interviews. Problems included: (1) partial physical disability; (2) vicarious frustration resulting from general conditions of work; (3) dislike for job; (4) transportation; (5) child care. This counselling service has been held to the smallest possible minimum because of other demands on the time of the Industrial Secretary. However, that these seven cases were so emergent that a smaller average than 25 hours could not be given to this program is indicative of the pressures and tension under which the Negro employee is now laboring.

Two special requests for help from industrial plants were worked on. In one instance - Red Hill Packing Company - in which 100% of the production workers are Negroes, the manager asked for Urban League aid in planning for a seasonal shutdown for the month of February and the best possible chances of resuming operations in March with a full force. Urban League relationship with W.M.C. and U.S.E.S. enabled the company to be placed in a more favorable category by U.S.E.S. so that U.S.E.S. help in the plant's resumption of operations will be increased. Advice was given the management staff as to the best method of announcing the shutdown to the employees and at the same time assuring the return of as many as possible in March.

The other company - Aviation Packaging Company - wanted further help in their bemuddled Industrial Relations and plant management operations. This company has had a good deal of help from the Urban League Industrial Relations Department already. A recent letter (dated 1/9/45) from the Labor Relations Director states, in part, "Your personal visit to our Hangar 105 seemed to have brought about a better understanding on the part of the supervision in that Hangar."

The permanent Committee on Equal Job-Opportunity has had several caucuses in process of becoming thoroughly meshed into a practical and productive working committee. Your Industrial Relations Secretary remains the chairman of the committee and is

having to carry the bulk of the organizational load. Present plans call for; (1) getting strategic representation from community agencies, (2) the development of a campaign in Essex, Hudson, and Union Counties, for permanent F.E.P.C.'s on the federal and state levels, and (3) an attack on the in-plant discriminatory policies of Crucible Steel Corporation of America. (To authorities on problems of discrimination in the northern New Jersey area, Crucible Steel is considered to have the most vicious and the shrewdest methods of discrimination of any large plant in this area.)

Problems of discrimination have not diminished. Your Industrial Relations Secretary is developing a case against Public Service of New Jersey and is first corraling the aid of F.E.P.C., W.M.C., the C.I.O. and other similar forces in the community. Federal Telephone and Radio Corporation is receiving Urban League attention as a result of 5 Negro girls being fired discriminatorily. The United Electrical Workers local union 447, is being cited by the Urban League as being unfair in this instance. As a result of Urban League presentation of actual facts the company and the union have undertaken separate investigations of the conditions surrounding the case. The results of these investigations will determine further Urban League action.

Plant contacts (during January) were renewed or continued in R.C.A., American Type Founders, American Transformer Co., Congoleum-Nairn, Pollak, Meyer Products, Worthington Pump & Machinery, Office of Dependency Benefits, Blue Ribbon Foods, Aviation Packaging Co., and Sigmund Wisner Company.

New contacts were established at Daven Co., Accurate Tool Co., Bergen Machine Tool Co., Otis Aeronautical, Rafter, Better Finishes, Calco Chemical (Bound Brook), General Electric (Nwk.), National Tool Mfg. Co., (Elizabeth), Red Hill Packing Co.

Community agency cooperation continued at W.M.C., U.S.E.S., F.E.P.C., National Urban League, Independent Union at Pollak, and the Y.W.C.A. (Jones Street Branch). Four public meetings, of interest to the Urban League, in Trenton, Newark and New York were participated in.

Twenty-seven industrial placements were made: Female, 17; male, 10. Thirty domestic orders were received and seven domestic placements were made for the two-week period, January 15-31. In addition to these, there was one professional placement: 1 organic chemist at Thomas Edison Storage Battery Company.